SEIU Local 620 and City of Santa Barbara General Unit 2018 SEIU LOCAL 620 LAST, BEST & FINAL PROPOSAL

Item	Article	SEIU LOCAL 620	CITY OF SANTA BARBARA
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	5 2		T 10 1 24 1
1	52	• Term: 24 months: Term of 24 months: April 1, 2018 to March 31, 2020.	Term: 18 months or 24 months
2		Salary Increase:	Total Compensation Changes: City
			proposes the following:
		• 2.5% retroactive to April 1, 2018. Additional 2.5% April 1, 2019.	Term of 18 Months (Apr 2018 - Sept 2019)
		1	Salary increase costs:
			July 7, 2018: <u>0.5%</u> total cost, or the
			first day of the first full pay period
			following ratification, if sooner
			April 5, 2019 <u>1.00%</u> total cost.
			Term of 24 Months (Apr 2018 -
			March 2020)
			Salary increase costs:
			July 7, 2018 .75% total cost, or
			the first day of the first full pay
			period following ratification, if sooner.
			April 5, 2019 1.25% total.
			City proposes <u>not</u> to address labor market in this agreement, as inequities were already addressed in FY 2017. However, if labor market is considered, the
			cost of any inequities addressed would be part of, and not in addition to, the above cost increase proposal.
3		Part - Time Benefits:	Part - Time Benefits: Vacation and sick
		Union will accept upon City's	leave will not be rolled to the nearest
		presentation of documentation that	10%. Instead, it will be based on actual hours worked. (Note: This will affect 5
		Supervisors have agreed to the City's proposal of part-time benefits.	part - time employees.) (Payroll system
		proposar of part time beliefts.	=
			will not process this.

employees working in the waterfront area to be offered a parking permit for \$70/year (To match what has been offered to Waterfront employees). 5 62 VACATION CAP: Same as supervisors (320 hours). 6 Vacation Rollover to 457/Cash Out: After using 80 hours vacation (prorated for part - time employees), once a year employees shall be allowed to rollover up to 80 hours maximum in increments of 10 hours each to the 457 Plan. Or once a year an employee after using 80 hours of vacation shall be allowed to cash out up to 80 hours of accrued vacation time. Under this proposal, employee will be able to accumulate a max vacation per schedule below: Service Time Accrual (Max) 0-2 yrs 80 hrs(160 hrs) 3-5 yrs 104hrs(208 hrs) 6-10 yrs 144hrs(320hrs) 18-33 yrs 200hrs(320hrs) 18-23 yrs 200hrs(320hrs) 24&over yrs 224hrs(320hrs) 18-23 yrs 200hrs(320hrs) 18-23 yrs 200hrs(320hrs) 18-24 word yrs 224hrs(320hrs) 18-25 yrs 104hrs(208 hrs) (6-10 yrs 144hrs(288 hrs) (11-17 yrs 184 hrs(320hrs)) 18-26 yrs 200hrs(320hrs) 18-26 yrs 200hrs(320hrs) 18-27 yrs 180 hrs(160 hrs) 3-5 yrs 104hrs(208 hrs) 6-10 yrs 144hrs(288 hrs) 11-17 yrs 184 hrs(320hrs) 18-29 yrs 200hrs(320hrs) 18-29 yrs 200hrs(320hrs) 24&over yrs 224hrs(320hrs) 18-29 yrs 200hrs(320hrs) 18-29 yrs 200hrs(320hrs) 18-29 yrs 200hrs(320hrs) 18-29 yrs 19-20 yrs	4		Employee Parking: General unit	Employee Parking: No change. (No
area to be offered a parking permit for \$70/year (To match what has been offered to Waterfront employees). Employees may still request preferential carpool parking.)	-			
S70/year (To match what has been offered to Waterfront employees). S70/year (To match what has been offered to Waterfront employees). Sequencial offered to Waterfront employees). Supervisors (320 hours). VACATION CAP: No change to 296 hour (7.4 weeks) cap				
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			to report to work for an extended period	report to work for an extended period of
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regular pay for the first day omy. After an advance on their paid vacation			regular pay for the first day only. After	an advance on their paid vacation
the first day employees shall have the accruals with an agreement to repay			the first day employees shall have the	1
option to use leave banks if they do not such advance; 2) to "smooth" the pay			option to use leave banks if they do not	
have sufficient time, the following will deductions for unpaid leave over the				
apply: 1) request an advance on their next 12 months with an agreement to				_
paid vacation accruals with an agreement repay such advance on salary.			=	
to repay such advance; 2) request to City is not open to providing additional				
"smooth" the pay deductions for unpaid time off with pay for those employees				time off with pay for those employees
leave over the next 12 months with an		1	leave over the next 12 months with an	

		agraamant to rangy such advance on	who have made the choice to live in
		agreement to repay such advance on	
		salary.	another community.
9		Certification Pay: Any new certifications required by employer that were not in the original job description on hire date shall receive a 2.5% increase for each certification as they were not included in base salary.	Certification Pay: No change. (If employee is required to hold a certification, pay for having the certification is included in base salary.)No change. (If employee is required to hold a certification, pay for having the certification is included in base salary.)
10		Inequities: Within twelve (12) months following ratification of the contract the City and the Union will reopen discussions on inequities for the General Unit.	Inequities: City proposes not to address labor market in this agreement, as Inequities were already addressed in FY 2017. However, if labor market is considered, the cost of any inequities addressed would be part of, and not in addition to, the above cost increase proposal.
11		Downtown Parking Maintenance	Downtown Parking Maintenance
		Worker II: Maintenance Workers II at	Workers: Decline to align Maintenance
		Downtown Parking shall be brought to	Workers (e.g., Downtown Parking)
		the same salary as Facilities Maintenance	above the labor market for Maintenance
		Worker II.	Workers
12	48	Shift Differential: Language Change: Change "regular full - time employee" to read Permanent Employee "General Unit Employee"	Shift Differential: Language Change: No change. (No shift differential pay for people who work normal work hours on weekends & decline to change "regular full-time employee" to "permanent employee")
13		All Tentative Agreements presently negotiated and approved by both parties will apply to this proposal.	